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Targeted Mobility Scheme – financial support for recruiting talent from Europe

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Small and medium-sized enterprises (SMEs) can apply for support from the EURES Targeted Mobility Scheme to cover the costs of onboarding and integration for employees relocating to Finland from other EU countries, Iceland, or Norway. The program is coordinated by the Swedish Public Employment Service and the European Employment Services network (EURES).

The financial support will be granted to your company as a contribution towards the costs of your integration program. The integration program may include:

- A training package to help new employees settle into the company, either through external or in-house training/coaching
- Language training to improve fluency in the language used in the target country
- Relocation and administrative support to make moving and settling in easier for new employees

The scope of the training depends on your company's needs. The financial support is granted as a fixed contribution per recruited employee and varies according to the type of integration program and the country of operation.

Target group and conditions

- The financial support is available to employers with up to 250 employees

- The employer must be hiring a person permanently residing in another EU country, Norway, or Iceland
- The employer must provide an integration program for the new employee

Eligibility criteria for the employee to be recruited:

- The employee must be at least 18 years old
- The employee must be a citizen and resident of an EU country, Norway, or Iceland. The employee may also be a long-term resident of an EU country, Norway, or Iceland. A long-term resident is a person who has resided in the country of application for a continuous period of five years and meets the additional requirements set out in Directive 2003/109/EC
- The employee must relocate to another country for work
- The employee must be looking for work from outside their current country of residence

Additionally, the employee is ineligible if the move involves returning to their home country or any country where they have previously lived, studied, or worked.

Employment conditions:

- The duration of the employment contract must be at least 6 months, or 3–6 months in the case of a traineeship
- The working hours must be at least 50% of those of a full-time employee
- The vacancy must have been publicly advertised and open to multiple applicants
- The terms of employment must comply with national labor and social security laws and ensure fair wages and working conditions, in line with collective agreements or statutory minimum wages
- A written employment contract must be in place, clearly specifying the duration of employment, working hours, rights and obligations, remuneration, and social security coverage

- The position may also be a work-based traineeship. To qualify for support, both the employer and the traineeship must meet the quality requirements established by the European Union

The support is not available for employment in:

- European institutions and bodies, as well as other international political, economic, social, or scientific organizations, or supranational regulatory bodies and their agencies. This also applies to EEA networks, platforms, lobby groups, or other similar organizations whose budgetary resources depend exclusively or mainly on EU funding
- Sales or telemarketing positions
- Companies with a high staff turnover, or where unpaid trial or training days are required before employment, or where employees are paid on commission only without a fixed salary
- Positions as a nanny or au pair

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Ready to get started?

Contact a EURES adviser to get more information about the eligibility criteria and application process for the support. You can find your local EURES adviser through the Search for EURES Advisers service and contact them by email or phone. [Search for EURES Advisers - European Union](#)

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